

HUMAN RESOURCE MANAGEMENT AND CHURCH GROWTH

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ABSTRACT

This research work studied the relationship between human resource management (HRM and Church growth. The study surveyed HRM influences on church growth in Rivers state. It examines three dimensions of HRM: leadership, development and compensation. The measures of the Church growth are spiritual and personal growth. The study revealed a positive connection between HRM and church growth.

KEYWORDS: Human Resource Management (HRM), Leadership, Development, Compensation & Church Growth

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INTRODUCTION

Every church aspires to experience spiritual, personal, numeric and structural growth. Achieving growth, excellence and perfection is a task that requires productivity of resources. Nothing can be accomplished if human resource activities are not well planned, directed, organized, and coordinated.

The need for efficiency in management was explained in the Bible. Church management started in Genesis 1. Effective management was demonstrated through the trinity (God the father, the son and the Holy Spirit). God created the world, the Holy Spirit power moved upon the surface of the earth, and Jesus was the light of the world. Power, activities, and management are well structured. Just like Jesus is our source of inspiration, effective HRM is of importance, it coordinates the efforts of the human capital. It takes good leadership, career development, motivation and reward of workforce for personal and spiritual church growth.

Work value, procedure, techniques and processes determines its efficiency. Having culture depends on how human capital is nurtured to value and create excellence at work. Some see church as a place where every evil deed should be condoned, as Jesus is ever willing to forgive a repentant heart. Christ, discourage imperfection at work, as Christ himself is perfect. Just like Christ, we must work towards perfection. Church leaders must possess effective management ability.

Church growth lies on acquaintance with the policies, values, goal and development of followers mentally, spiritually, financially and socially. Several studies have been made on HRM, but the dearth of empirical work on human resource management in Nigerian churches created a gap that motivates this study.

HUMAN RESOURCE MANAGEMENT

Human resource is a name given to workers at a place of work. According to Wikipedia (2019), Human resources make up the workforce of an organization, or economy. Management is a process of planning, directing, organizing and controlling church activities for achievement of the set goal and objectives. It describes the strategic process of managing talents in the organizations.

As a unit, it provides the organization with appreciating assets (Business Encyclopedia 2019). Human resource management involves the development or act of controlling activities related to human capital management. It enables the church to have an organized hiring system for the workforce, promote individual and career growth, establish guidelines and policies for work processes motivate and recognize good employees and enhance the total development of the employee and the organization.

Church management by the trinity engaged in productivity by making man and instructed men on what is expected from them (In Genesis 1; 28). Men are expected to be fruitful, multiply, replenish the earth, subdue it and dominate everything on the surface of the earth. Jesus chose the twelve disciples and taught them love, forgiveness, tolerance, sacrifice, holiness, kindness and other virtues and culture. Human resource management should involve productive use of people to attain the organization's strategic goals and the need satisfaction of employee (Messina 2007). The church workplace is where values, mission, and culture of the organizations are shaped with excellence.

Leadership

God gave our church the gifts of apostles, teachers, prophets and evangelists to equip for ministerial work. The potentials skill, knowledge, personality and leadership style influence their management abilities. Leaders are expected to apply the scripture in 1 Corinthians 12; 12 that says "we are many members in one body". Adopting members in many bodies, results in intolerance, UN forgiveness, tribalism, religious fanaticism and disunity among the entity, when experienced, poor management occurs.

Church leadership should not be based on emotions, public opinion, personal interest and ignorance, but based on sound biblical and good management principles. This made it compulsory for the leader to be highly spiritual, knowledgeable, skillful, strategic and dynamic to impact others, and directs them.

Good leadership enhance workers' continual opportunities to produce excellent services, develop good relationships, act with integrity, assist others in developing their abilities, and shape the culture of their immediate workplace. According to Messina (2007), every believer has a leadership role, but the leaders have opportunity of shaping the strategy of the organization conduct, in love, in faith and in purity" (1 Tim. 4:12).

Development

Human beings possessed some physical, emotive, and cognitive endowments behavioral traits and potential at birth. These unique features must be continually developed as they grow, as changes in the environment require constant knowledge development. To experience individual and spiritual growth, learning is essential for individual productive potentials, and abilities for goal accomplishment.

Both leaders and employees need development in the church. Leaders have technical, conceptual and human relations skills. Technical skill involves usage of procedures and techniques. Conceptual skill direct and integrate interests and activities, while human relations skills work, understand and motivate others (Jaja and Arugu 2015). Unique skills should be identified, developed and utilized, appropriately. Knowledge of the word of God is essential, as the bedrock of Church activities. A well-equipped bible school enhances being rooted in the word of God.

Compensations

Sadly, many church workers in Nigeria are poorly compensated. Because, church workers are called into ministry is not a

good reason for them being poorly paid. They should be well compensated like other organizations. A fair compensation can be computed by considering the cost of living, similarity of responsibilities, education and experience (Hopper 2018).

Every church compensation strategy should motivate their workers to put more efforts in their duties. Both pay, benefit and welfare package should be proportionate to the service bring rendered.

Church Growth

Church growth is more than numerical growth or expansion in structure. It involves total development, which entails God's empowering presence, spiritual disciplines, exalting worship, wise administration and accountability, learning and growing in community, wisdom, stewardship, generosity and hearing. According to Ibiyeomie (2019), the scripture in Genesis 1; 28 laid down the principles for Church growth, it emphasizes three idea generation dimensions of growth.

- **Be fruitful:** This represents idea generation and it is likened to inspiration experienced that made one to be successful.
- **Multiply:** This represents distribution and multiplications of ideas. God created Adam, but had it in the mind to populate the entire earth. He knew he has to multiply and subdue the earth. In Christendom, we should be Christ like, following his examples, principles and ways of life.
- **Replenish and Subdue:** This represents having dominion, standards and touching lives in whatever we do, until we subdue the earth.

Spiritual Growth

The attributes for spiritual growth are well explained in 1 Peter 1:3-8. Nothing can grow in the kingdom of God without the word of God, staying away from sin, having faith and trust in God. We must possess Christ like attitude and qualities to experience spiritual growth. God's word brings supernatural changes in one's life and activities (Ibiyeomie, 2019). You can only grow spiritually through the knowledge of the word of God. The presence of the Holy Spirit gives deep understanding, wisdom and growth.

Personal Growth

According to Ibiyeomie (2019), we cannot replenish and subdue the earth without getting involved with people, as every business that thrives is people centered and oriented. Personal growth of followers is important for the church growth.

Interpersonal, role relationship and trust occur when the workers can feel leaders concern and care in their personal growth. According to Ibiyeomie (2020), every secret for personal growth is in the bible, when these secrets are discovered, winning in every aspect of life becomes effortless. He further explained that growth is not a gift; rather you must accept responsibilities to grow. Conscious effort must be made to improve individual personal growth. The church leaders should unveil the secrets of growths to their followers and workers. As they increase in knowledge and wisdom, personal growth take place. If a leader puts satisfaction of the people as his primary goal, the church will grow (Ibiyeomie 2020).

STATEMENT OF PROBLEM

Despite the good structure of churches, many have difficulties on human resource management. When workers experience difficulty in executing their work, it indirectly affects their productivity.

Many church workers are not conscious of awareness and sensitivity to change; some does not embrace change in activities, sticking to old, procedures and practices that do not motivate the increase of flocks. The church must be strategic in controlling and motivating the workers to diligently execute their task. The workers must be skillful, informed and have good interpersonal relationship to win soul for Christ and be distinguished for excellence at work, as excellence is a habit, and attitude that should reflect in work.

Conceptual Framework

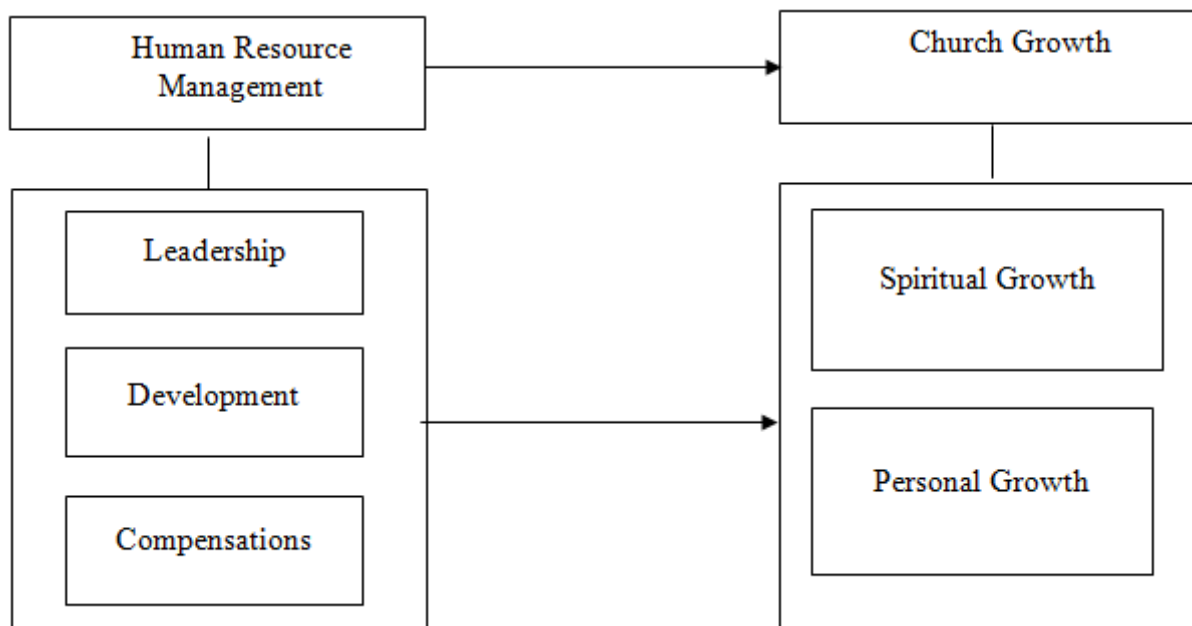


Figure 1: Conceptual Framework of HRM and Church Growth.

PURPOSE OF THE STUDY

This study examines the relationship between human resource management and church growth. The objectives are:

- To assess the leadership influence on church growth.
- To determine development influence on church growth
- To examine compensation influence on church growth.

RESEARCH QUESTIONS

To what extent does

- Leadership relates to church growth.
- Development relates to church growth.
- Compensation relates to church growth.

HYPOTHESES FOR THE STUDY

- H_{01} : Leadership does not relate to church growth
- H_{02} : Development does not relate to church growth.
- H_{03} : Compensation does not relate to church growth.

METHODOLOGY

The study carried out a survey of 10 randomly selected Churches in River State. The survey instrument was a questionnaire rated on a 4-1-point Likert scale (1. Strong Disagree. 2. Disagree 3. Agree 4. Strongly Agree). The respondents were employees of the selected sample. Using Krejci and Morgan (1970) table, the sample size for the population of 120 church workers is 92. Ninety-two questionnaires were administered, but only ninety of the administered questionnaires were returned. The responses on the items of the instrument were collated and analyzed using statistical techniques. Spearman Rank Correlation coefficient was used to test the research hypotheses at 0.05 level of significance.

RESULTS AND DISCUSSIONS

Presentation and Analysis of Data

Ho₁: Leadership does not relate to church growth

Table 1: Leadership and Church Growth

Correlations				
			Leadership	Church Growth
Spearman's rho	Leadership	Correlation Coefficient	1.000	.618**
		Sig. (2-tailed)	.	.003
		N	90	90
	Church Growth	Correlation Coefficient	.618**	1.000
		Sig. (2-tailed)	.003	.
		N	90	90

Source: SPSS Output, (2020)

Table 1 shows a p-value less than 0.05 ($0.003 < 0.05$). The $\rho = .618^{**}$, shows a positive significant correlation between the two variables. The null hypothesis is rejected, and we uphold that leadership has a significant relationship with church growth.

Ho₂: Development does not relate to church growth.

Table 2: Development and Church Growth

Correlations				
			Development	Church Growth
Spearman's rho	Development	Correlation Coefficient	1.000	.679**
		Sig. (2-tailed)	.	.000
		N	90	90
	Church Growth	Correlation Coefficient	.679**	1.000
		Sig. (2-tailed)	.000	.
		N	90	90

Source: SPSS Output, (2020)

The results in Table 2 reveals a p-value less than 0.05 ($0.000 < 0.05$). The $\rho = .679^{**}$, it reveals a positive correlation between the two variables. The null hypothesis is rejected, and we uphold that development has a significant relationship with church growth.

H₀₃: Compensation does not relate to church growth.

Table 3: Compensation and Church Growth

Correlations				
			Compensation	Church Growth
Spearman's rho	Compensation	Correlation Coefficient	1.000	.778**
		Sig. (2-tailed)	.	.000
		N	90	90
	Church Growth	Correlation Coefficient	.778**	1.000
		Sig. (2-tailed)	.000	.
		N	90	90

Source: SPSS Output, (2020)

Table 3 above shows a calculated p-value of .000 which is less than 0.05 ($0.000 < 0.05$). The $\rho = .778^{**}$, showing significant correlation between the two variables. The null hypothesis is rejected, and we uphold that compensation has a significant relationship with church growth.

CONCLUSIONS

The study determines human resource management influence on church growth in some selected churches in Rivers State. The bi-variant analysis in this study depicts that human resource management enhances church growth. The study revealed a significant relationship between human resource management and church growth. Therefore, the researcher rejected all the null hypotheses and accepted the alternate hypotheses. When efficient human resource management is carried out, it promotes spiritual and personal growth.

RECOMMENDATIONS

Based on the findings and conclusions, the following recommendations were made:

- Knowledge of the word of God is essential in church's growth.
- Effective human resource management should be a top priority in achieving spiritual and personal growth.
- The church must be strategic in controlling and motivating the workers to carry out their task diligently.
- There should be productive use of people.
- The church workers should be adequately compensated like their counterparts in other fields of work.

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